

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

DOCKET NO. EMra09030100

ERIC C. BUFKIN,
Complainant,

FILE DATED

MAR 25 2011

v.

Indiana State Civil Rights Commission,

**B & M CONCRETE
CONSTRUCTION
CORPORATION,**
Respondent.

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On February 16, 2011, Robert D. Lange, Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC"), entered his Proposed Findings Of Fact, Conclusions Of Law, And Order ("the proposed decision").

No objections have been filed to the ICRC's adoption of the proposed decision.


Having carefully considered the foregoing and being duly advised in the premises, the ICRC hereby adopts as its own the findings of fact, conclusions of law, and order proposed by the ALJ in the proposed decision, a copy of which is attached hereto and incorporated herein by reference.

INDIANA CIVIL RIGHTS COMMISSION


COMMISSIONER


COMMISSIONER


COMMISSIONER


COMMISSIONER

Dated: 25 March 2011

To be served by first class mail on the following parties and attorney of record:

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